

JAMES H. GARRISON

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Present Occupation Arbitrator

First Business Address

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Duncan, SC 29334

(864)541-4396

Second Business Address:

1047 SW Mandiba Dr
Apt/Suite
Lake City, FL 32024

PROFESSIONAL STATEMENT

I am currently a full-time arbitrator for the FMCS, BBB and FINRA. I believe that it is very important to get your labor issues resolved promptly and will make myself available to hear your case as promptly as possible and will turn around the award within 30 days,

PROFESSIONAL AFFILIATIONS

Better Business Bureau
Financial Industry Regulatory Authority
Industrial Society of Benefit Specialists
Society of Human Resources Management

EDUCATION

MS Human Resources Management Houston Baptist University 1983
BS Industrial Management Georgia Institute Of Technology 1978

CERTIFICATIONS

Certified Employee Benefits Specialist - Wharton Business School/ Int. Society of Benefit Specialist 1993
Senior Professional Human Resources - Society of Human Resources 1991

ARBITRATION/LABOR RELATIONS EXPERIENCE

FMCS - Arbitrator, 2018
SealedAir Corporation - HR Director, 2014 - 2017
PotashCorp - HR Manager, 2012 - 2013
FINRA, and BBB - Arbitrator , 2009
Mosaic Corp - HR Manager, 2009 - 2012
BASF/Engelhard - HR Manager, 1989 - 2009
Shell Oil Company - various HR roles, 1978 - 1989

INDUSTRIES

Bakery, Beverage, Cement, Coal, Construction, Feed & fertilizer, Food manufacturing/proc/service, Lumber, Machinery, Maritime, Mining, Police & fire, Pulp & paper, Rubber/tire, Steel, Stone/quarry, Utilities, Warehousing

ISSUES

Absenteeism, Affirmative action, Age, Arbitrability, Bargaining unit work, Bonus fringe benefits, Conduct (off-duty/ personal), Cost-of-living pay, Disability, Discipline (discharge), Discipline (non-discharge), Discrimination, Drug/alcohol offenses, Fact finding, Fringe benefits, Gender, Grievance mediation, Health/hospitalization, Hiring practices, Holiday pay, Holidays, Incentive pay, Insurance, Job classification & rates, Job performance, Job posting/bidding, Jurisdictional dispute, Layoffs/bumping/recall, Leave, Management rights, Merit pay, Official time, Overtime Pay, Past practices, Pension and welfare plans, Promotion, Race, Religion, Retirement, Safety/health conditions, Seniority, Severance pay, Sexual

harassment, Strikes/lockouts/work stoppages/slowdowns, Subcontracting/contracting out, Tenure/reappointment, Union security, Vacation, Vacation pay, Violence or threats, Wages, Work Hours/Schedules/Assignments, Working conditions/work orders

ARBITRATION ROSTERS

FMCS Arbitration Roster; Better Business Bureau; Financial Industry Regulatory Authority (FINRA)

RATES/POLICIES

Per Diem: \$1,200.00

Cancellation: \$1,200.00 if cancelled within 10 days of the hearing.

Expenses: Actual expenses, including to and from the hearing site, overnight lodging, meal, postage and miscellaneous expenses. Automobile mileage will be charged at the current IRS expense rate. Each party will be responsible for one-half of the total fee and expenses charged, unless otherwise specified in the collective bargaining agreement or agreed in writing by the parties.

Other: \$1,200.00

Study/Prep Fee \$1,200